



## Service, Science, Sustainability

Under the leadership of the Commissioner of Public Lands, our work at the Department of Natural Resources (DNR) is done with the public's interest in mind, which means transparency and public knowledge. Our decisions are guided by sound science as we manage state trust lands, native ecosystems and natural resources. We support the vision of a sustainable future by protecting and managing the natural resources for future generations.

DNR manages over 5 million acres of state-owned land that includes forest, range, commercial, agricultural and aquatic lands. We generate revenue that supports public schools, state institutions and county services. But managing lands is only half of our story. We also protect other public resources such as fish, wildlife, water, and provide public access to outdoor recreation. Two of our largest and most important statewide resource protection responsibilities are fire prevention and suppression, and overseeing forest practices.

The DNR operates with a biennial budget of approximately \$400 million and has over 1300 employees.

We have some of the most talented people in the industry. We honor diversity in the workplace and support one another with respect and trust. We invite you to learn more about our culture, our careers, and why some of the top forestry and natural science professionals have joined Washington DNR by visiting our [DNR website](#).

## Employee Benefits

The state of Washington offers a comprehensive benefits package including:

- [Medical](#), [dental](#), [life](#) and [long-term disability](#) insurance.
- Optional [long-term care](#), and [auto/home](#) insurance.
- Optional [medical flexible spending account](#).
- Vacation, sick, military, and civil leave.
- Eleven paid holidays per year.
- A state [retirement plan](#).

## INTERNAL ONLY RECRUITMENT

### WMS Band 2

### Resource Protection Division Assistant Manager Fire Control, Aviation and Correctional Camps

**RECRUITMENT:** 2009-08-3653

**SALARY RANGE:** up to \$6205/month

**LOCATION:** Olympia, Washington

**CLOSING DATE:** August 18, 2009

### POSITION PROFILE:

The Resource Protection Division Assistant Manager for Fire Control, Aviation and Correctional Camps reports directly to the Resource Protection Division Manager and is included in the Washington Management Service (Band 2).

As a member of senior management, the successful candidate will be responsible for Statewide management of the fire control, fire suppression, fire training, fire aviation and correctional camps programs.

Major responsibilities include but are not limited to:

- Recommend and implement policies and procedures directed at ensuring safe, cost-efficient and effective operating practices.
- Propose operational goals and objectives and deliverables for each program. Provide statewide oversight to accomplish once established.
- Provide budgetary oversight for programs with a collective biennial budget of over \$65 million, with supervisory responsibility for approximately 27 positions (first, second and third level) in the Resource Protection Division.
- Develop and maintain effective professional working relationships with other RPD assistant managers, DNR regions and divisions, and with partnering local, state and federal agencies and tribes.
- Participate on the RPD management team to deliver an integrated resource protection program.
- Represent DNR on interagency committees, working groups and task forces at the local, state, national and international levels.
- Ensure that DNR's Emergency Management Plan, Mobilization Plan, Fire Aviation Operating Plan are current and that users implement their provisions on a consistent statewide basis.

### THE PREFERRED CANDIDATE WILL HAVE:

- The knowledge, skills, and abilities to carry out the responsibilities of the position as outlined above.
- A bachelor's degree and significant management experience preferable in natural resource science or natural resource management.
- Advanced knowledge of the incident command system, with attained qualification as a division/group supervisor or higher
- Advanced knowledge of wildland fire prevention and suppression as practiced in Washington and the Pacific Northwest.
- Working knowledge and experience with public administration, business management practices, organizational development, and employee performance management.
- A proven track record of delivering results, building accountability with staff, and creating a positive working environment.
- Experience developing and managing a multi-million dollar operational

- Optional credit unions and savings bonds.
- Optional [Deferred Compensation](#) and [Dependent Care Assistance](#) programs.

Join our job announcement mailing list and view all current job opportunities. Visit: [DNR Jobs](#)

This announcement is published by the Washington State Department of Natural Resources (DNR). The DNR is an equal opportunity employer. Women, racial, and ethnic minorities, persons of disability, and disabled and Vietnam-era veterans are encouraged to apply. Persons with a disability who need assistance during the screening process, or those needing this announcement in an alternative format may contact DNR's ADA Coordinator at (360) 902-1150. DNR may be contacted using the Washington State Telecommunications Relay Service (TTY) by dialing 711.

budget.

- Experience managing or supervising professional staff, preferably in a natural resource field.
- Knowledge of legislative process and budget development and management.
- Ability to establish credibility and work with diverse stakeholder groups, public, and private organizations as well as within the agency.
- Knowledge of human resource management principles, labor agreements, personnel rules, and employment law.

#### APPLICATION PROCESS

To be considered for these positions please submit:

- **A letter of interest** describing how your experience and qualifications relate to that position. Please how you learned of this opportunity.
- **Resume**
- At least 4 professional **references**, including at least one reference from a current and former supervisor, one from a peer, and one from a subordinate.
- An online **voluntary** [Applicant Profile Questionnaire](#). *(This form is not required it is voluntary. Please submit it online. Please do **not** submit with application materials).*

See further instructions below:

Submit all materials to:

Electronic method preferred	OR
<a href="mailto:dnrrecruiting@dnr.wa.gov">dnrrecruiting@dnr.wa.gov</a>	Debra Chamberlin DNR PO BOX 47033 Olympia, WA 98504-7033
<p><b>NOTE:</b> Please indicate in the subject line of your e-mail <b><u>Resource Protection Division Assistant Manager 2009-08-3653.</u></b></p> <p>By submitting the application materials you are indicating that all information is true and correct to the best of your knowledge. You understand that the state may verify information and that untruthful or misleading information is cause for removal from applicant pool or dismissal if employed.</p>	

Questions? Please contact Debra Chamberlin, Recruiter, at 360-902-1228 or Roberta Searles at 360-902-1350 or e-mail us at [DNRrecruiting@dnr.wa.gov](mailto:DNRrecruiting@dnr.wa.gov).